



An Introduction to eXp Realty



United States Presentation

What We Will Cover



Who We Are



Our Business Model

- Compensation
- Cloud-based
- Community



Join the team that's
breaking down boundaries



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REALTY

Founder

- Glenn Sanford had important roles at internet startups before launching a real estate career in 2002.
- In his fourth year in real estate with a major national franchisor, his team closed more than \$60 million in real estate by connecting with consumers online.
- Glenn believed that agents and brokers do the heavy lifting in real estate and deserve the benefits of being a shareholder and income based on their contributions.
- In 2009, Glenn founded the first cloud-based brokerage — eXp Realty.





Who We Are

How We Made It to Today

2009

eXp Realty is founded



2010

eXp celebrates 1-year anniversary, operates in 11 states



2011

eXp recognized as Innovator by Inman



2012

eXp Realty launches in Canada



2013

eXp World Holdings goes public on OTCQB exchange



2014

Founder and CEO Glenn Sanford included on 200 Most Powerful People in Real Estate by Swanepoel



2015

eXp launches Agent Equity and ICON Agent programs



2017

eXp exceeds 6,000 agents; named to Glassdoor's Best Places to Work list

2016
eXp triples agent count in a single year



2018

eXp World Holdings joins Nasdaq; eXp Realty open in all 50 states



2019

eXp turns 10, now exceeds 25,000 agents; Sanford named top CEO by Glassdoor



2020

eXp Global has international footprint in 8 countries; eXp Commercial launches



2021

eXp exceeds 67,000 agents globally



eXp Realty Core Values

Beliefs that shape our culture





Our Business Model

Innovation Is Always Happening

eXp Realty is innovating in the real estate brokerage space

Brick & Mortar Locations

Anytime, Anywhere



NETFLIX



amazon

**Traditional
real estate brokerages**



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*Trademarks pictured are the property of their respective owners

One Brokerage, Not a Franchise

eXp Realty is one international company changing the industry

Typical Franchise



Costly Overhead

Franchise and Desk Fees



Locally Confined

Smaller Referral Network



Inconsistent Growth Incentives

Minimal Opportunities for Ownership



Limited Technology & Support

Few Tools and Support Resources



Powerful Equity Opportunities

Revenue Share and Stock Equity Programs



Cloud Campus Environment

No Desk Fees, Work From Anywhere



Real-time Support

Specialized Support Teams Ready to Help



Live Training

50+ Hours Weekly Online Training



International Collaboration

Expansive Referral Networks and Education

Agent-centric Value Proposition

eXp Realty: Most Agent-centric Company on the Planet



Compensation

Unique financial model with various opportunities to make and earn income.

- No franchise fees
- Generous commissions (80/20 split with \$16K cap)
- Revenue-share program for attracting agents to eXp
- Equity awards for meeting production goals
- Access to high-quality and affordable health insurance exclusive to eXp Agents



Community

Community means more than just a place to hang your license.

- Cloud-based collaboration suite allows agents to connect, share and network
- Company-wide diversity programs
- ICON Achiever Program
- Partner community with access to professional services, listing services, and client services
- Mentorship programs



Cloud-based

Anywhere, Anytime.

- The first global brokerage to shift from brick-and-mortar to cloud-based
- Work from anywhere using eXp's state-of-art technology, a virtual campus with an immersive platform connecting all agents globally
- Productivity suite with collaboration tools, co-working, CRM, lead share/lead gen, referral, and over 50+ hours of weekly live education and events

Cloud Campus Environment

- No desk fees
- Work from anywhere
- Cut overhead brick-and-mortar costs
- No expensive leases means the company can invest in agent support and technology
- Paperless transactions
- Get instant access to training and support





Compensation

Unique financial model with various opportunities
to make and earn income.

No Desk Fees, Royalty Fees or Franchise Fees

Commission & Cap

- 80/20 commission split
- \$16,000 cap

After capping, earn 100% commission for the remainder of anniversary year.¹

¹ \$250 capped transaction fee. Once capped transaction fees total \$5,000, the capped transaction fee is reduced to \$75.

Standard Costs (U.S.)²

- \$149 start-up fee
- \$85/month cloud brokerage fee
- \$25 transaction review fee ³
- \$40 risk management fee ⁴

² These are U.S. fees only.

³ Per transaction.

⁴ Per transaction and caps at \$500.

Revenue Share Plan

eXp's revenue share plan is one way that eXp rewards its agents for attracting new agents to join eXp.

Simply, an eXp agent can “sponsor” a new agent to join eXp. Once the new agent begins closing on transactions, the sponsor receives a percentage of the company revenue from the sales activity of their sponsored agent until their annual commission cap of \$16,000 is reached.

Important note: *eXp pays that share* – not the agent. It is taken from the 20% adjusted gross commission income (AGCI) received by eXp, and is paid to the sponsor agent monthly.

To learn more, visit eXp's eXplore Guide: <https://explore.exprealty.com/>.



Single Agent Revenue Share*

3.5% of the gross commission

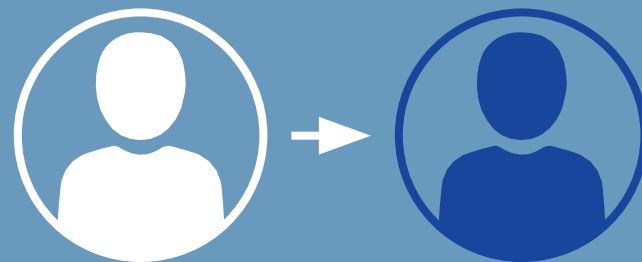
Agents at eXp can receive revenue share income from the sales activity of agents they bring into the company.

For each person you bring into eXp you can earn up to \$2,800 depending on the sales production of that person.

This continues to be paid to you as long as you remain an active agent and the agent you have brought into the business stays with eXp and generates sales requirements.

Revenue share is paid from the percentage that eXp receives and doesn't reduce agent commission.

Tier 1
Up to \$2,800

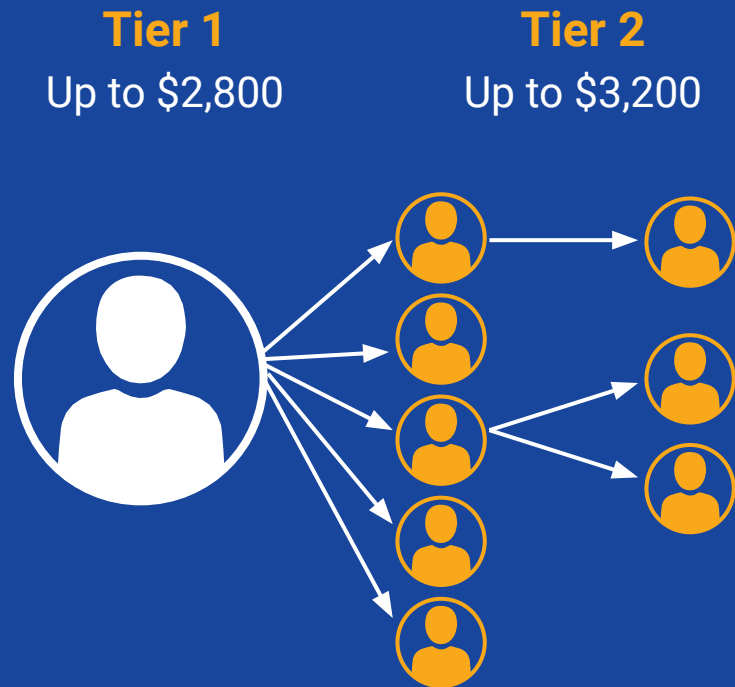


*These figures are not a guarantee, representation or projection of earnings or profits you can or should expect. They also do not include expenses incurred by agents in operating their businesses. eXp Realty makes no guarantee of financial success. Success with eXp Realty results only from successful sales efforts, which require hard work, diligence, skill, persistence, competence, and leadership. Your success will depend upon how well you exercise these qualities.

Cascading Revenue Share

Earn more for **BOTH** the productive agents you bring into eXp Realty **AS WELL** as for the agents they bring in.

Example: If you personally sponsor 5 agents to eXp who meet the production requirements, and they in turn sponsor their own productive agents, you can earn up to an additional \$3,200 annually for the production of each of those Tier 2 agents, ON TOP of the \$2,800 you earn from the agents that you have brought in.










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eXp Revenue Share Explained

Cascading Revenue Share

	Maximum Potential Annual Revenue Share Per Agent	Personal Qualifying Agent Count Needed
Tier 1	Up to \$2,800	1+ 
Tier 2	Up to \$3,200	5+ 
Tier 3	Up to \$2,000	10+ 
Tier 4	Up to \$1,200	15+ 
Tier 5	Up to \$800	20+ 
Tier 6	Up to \$2,000	25+ 
Tier 7	Up to \$4,000	40+ 

Revenue Share Plan Chart

	eXpansion Share % of AGCI	eXponential Share % of AGCI	FLQA Count Needed
Tier 1	—	3.5%	 0 - 4
Tier 2	0.2%	3.8%	 5 - 9
Tier 3	0.1%	2.4%	 10 - 14
Tier 4	0.1%	1.4%	 15 - 19
Tier 5	0.1%	0.9%	 20 - 24
Tier 6	0.5%	2.0%	 25 - 39
Tier 7	0.5%	4.5%	 40+

AGCI = Adjusted Gross Commission Income

FLQA = Front-Line Qualifying Agent



Equity Opportunities

- Agents can become shareholders at eXp Realty
- Nasdaq: EXPI

Sustainable Equity Plan

- Each year, earn shares on your first transaction
- Earn shares when you cap
- Earn shares when an agent you sponsor closes their first transaction

ICON Agent Award

- Up to \$16,000 in stock upon the achievement of certain production and cultural goals within your anniversary year

Agent Equity Program

- Enroll to be paid 5% of every transaction commission with stock at a 10% discount



At eXp Realty, we're proud to offer **eXp Healthcare**, which provides U.S. eXp Realty agents and their families high-quality and affordable group health insurance.

eXp Healthcare helps agents save money, improve their provider network, and decrease their out-of-pocket costs, plus our concierge service is happy to help with all your scheduling needs.

Many plans have an **Open Network** that allows for access to the best doctors in the country

Incredible coverage with **low copays**, mental health coverage and the ability to add on vision, dental, critical illness, and accident coverage

Affordable monthly premiums, limited out-of-pocket maximum, and **\$0 deductible** plans available

Goodbye, healthcare hassles, and hello, peace of mind.

Find the right plan for you and your family at
eXpagentHealthcare.com



**According to NAR,
28-33% of Realtors®
are uninsured in any
given year.**

Source: RISMedia, 2019

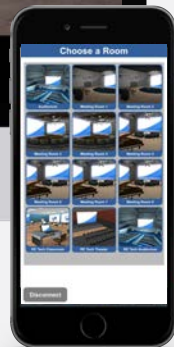
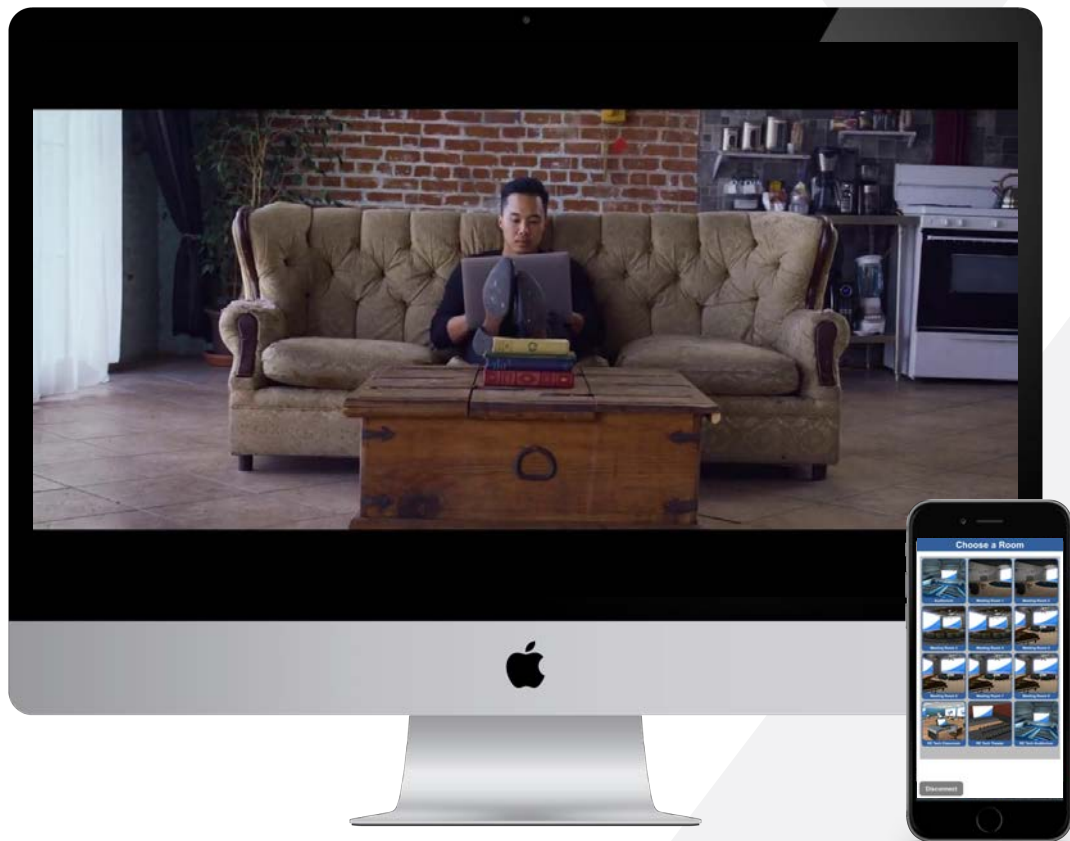




Cloud-Based

Brokerage whose foundation is built using innovation and cutting-edge technology.

Welcome to Our World: Work Anywhere, Anytime



Join a meeting or learn on the go with eXp Realty agents everywhere.

Agents gain instant, live support from eXp's agent services, technology and finance experts -- all from wherever an agent or team is located.

Cloud-based Agent Tools

The best tools and services to grow a real estate business



eXp Enterprise
Business Intelligence



Transaction Management



Community Platform



CRM & Lead
Generation



Live Training



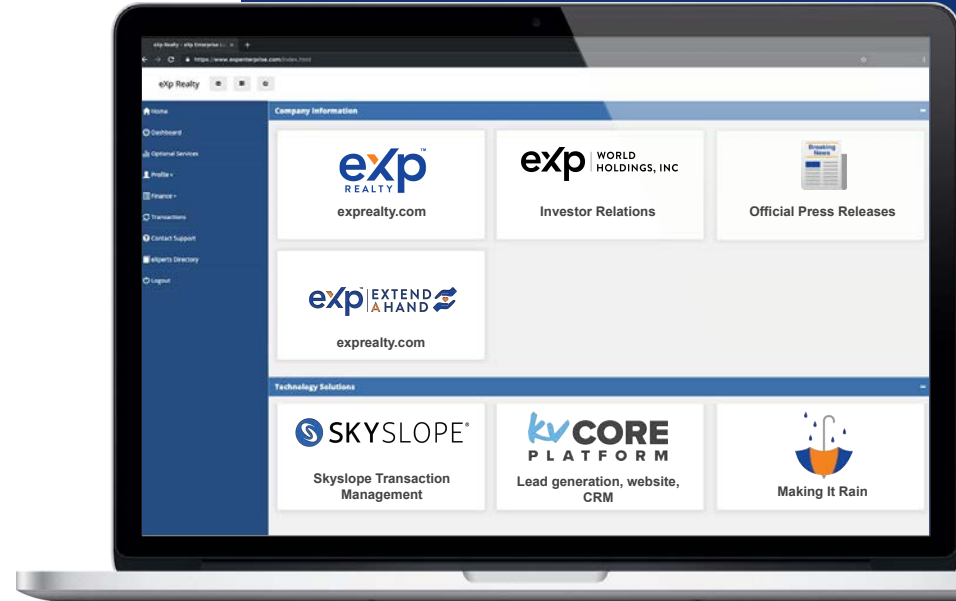
eXp's Resource Guide



eXp Enterprise

eXp's Enterprise dashboard gives agents autonomy and greater visibility into metrics and business intelligence that's crucial to their needs.

- View agent details
- See commission and cap status
- Review agent equity awards
- Get real-time performance reports

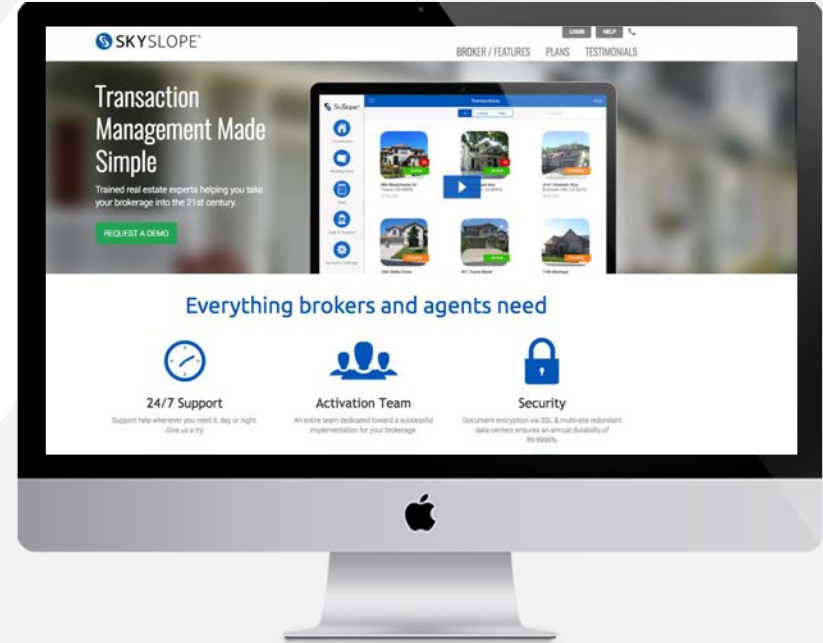




Transaction Management

eXp's transaction management platform allows agents to manage their transactions from beginning to close – totally paperless.

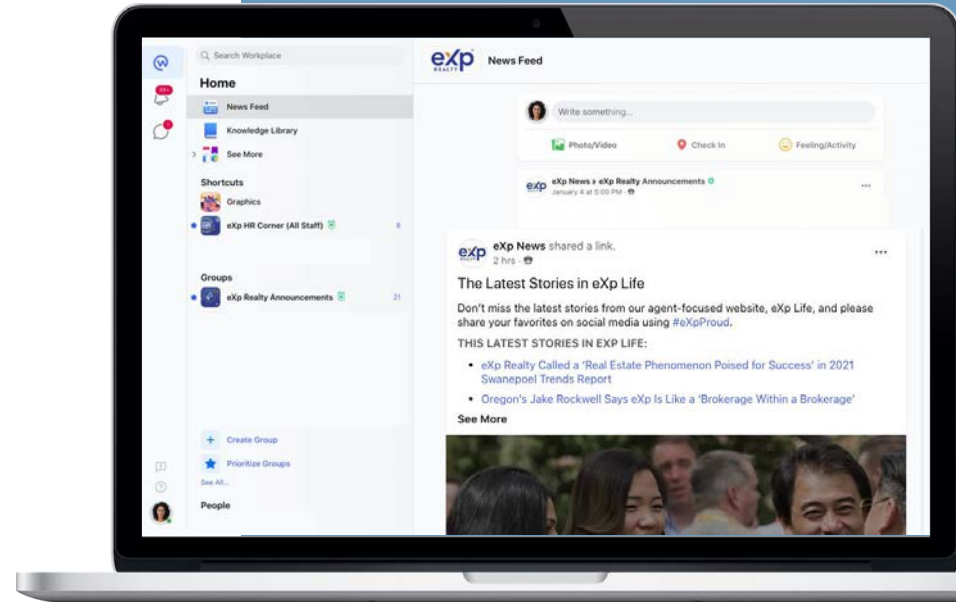
- Review transactions from any device
- Sign documents digitally
- Run your business with top-grade security features



Community Platform

Workplace is an easy-to-use collaboration platform, a lot like Facebook, but built for the world of work.

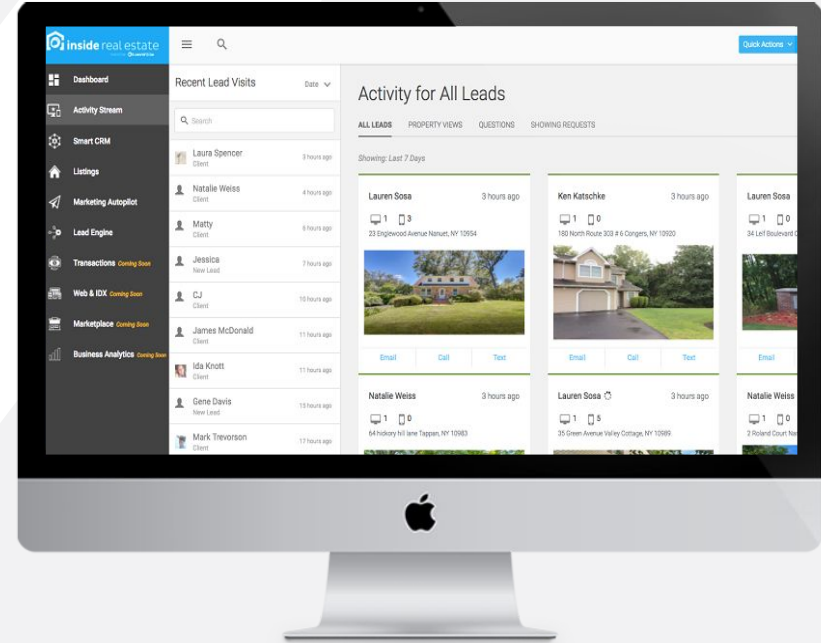
- Discuss topics and projects
- Share announcements
- Communicate instantly with your team and others across the company
- Broadcast live video and view past recorded videos



CRM & Lead Generation

Agents and teams use tools provided by eXp Realty daily to drive more leads and deals. Manage customer interactions and share property information.

- Powerful lead generation platforms provided at no additional cost
- Integrate listings with your own WordPress website
- Optional in-house lead generation program





Live Training

- More than 50 hours of live training each week
- Learn from industry experts and top producers about:
 - Sales and listings
 - Lead generation
 - Social media
 - CRM and technology tools
- Tap into an archive of recorded sessions





eXp's Resource Guide & Real-Time Support

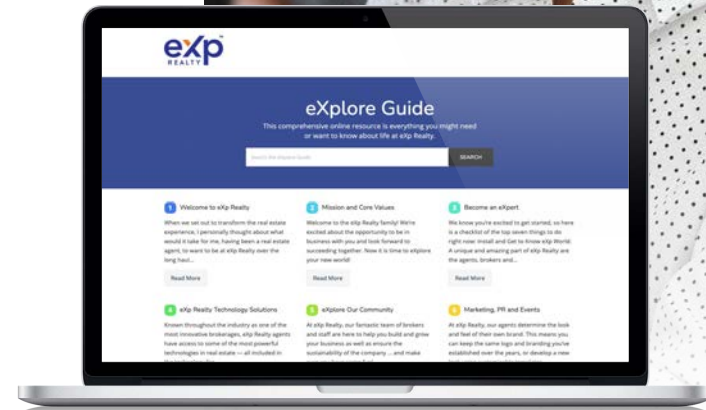
eXp's eXplore Guide is a comprehensive online resource that covers everything you need about life at eXp Realty.

Quick, on-demand support services.

Live support from eXp Realty's agent services, technology and finance experts.

Transaction specialists available wherever an agent or team is located.

Support teams online and available weekdays from 6 a.m. - 5 p.m. PT / 9 a.m. - 8 p.m. ET





Community

eXp utilizes the collective knowledge and experience of its members to create a real community based on helping each other earn, learn, grow.

eXp Celebrates Diversity

eXp Realty is proud of its commitment to diversity and inclusion through its initiative, ONE eXp. This commitment supports eXp's culture by embracing differences, promoting equality and mutual respect, and providing a space where everyone has a voice and the opportunity to succeed.

ONE eXp is committed to diversity and inclusion through:

- **Education:** Host ONE eXp meetings to educate and increase awareness in this new diversity and inclusion initiative.
- **Coverage:** Ensure diversity and inclusion is represented in marketing materials, press coverage and events.



- **Asian Network**
- **Black eXp Network**
- **eXp Latino**
- **eXp Pride Network**
- **eXp Power Girls**
and more!

eXp Life

eXp Life is eXp's popular online news magazine where we share stories about interesting eXp agents and post the latest news about eXp World Holdings' properties, including eXp Realty, eXp Global, eXp Commercial, SUCCESS Enterprises, Virbela and more.



International Collaboration

- Interact and learn from other top professionals in the company.
- Build teams across states and provinces with one nationwide cap.
- Host and participate in daily, live online gatherings.
- Benefit from a powerful referral network.
- Share best practices among peers.



eXp Continues International Expansion!



- Australia
- Brazil
- Canada
- Colombia
- Dominican Republic
- France
- Germany

- Greece
- Hong Kong
- India
- Israel
- Italy
- Mexico
- New Zealand

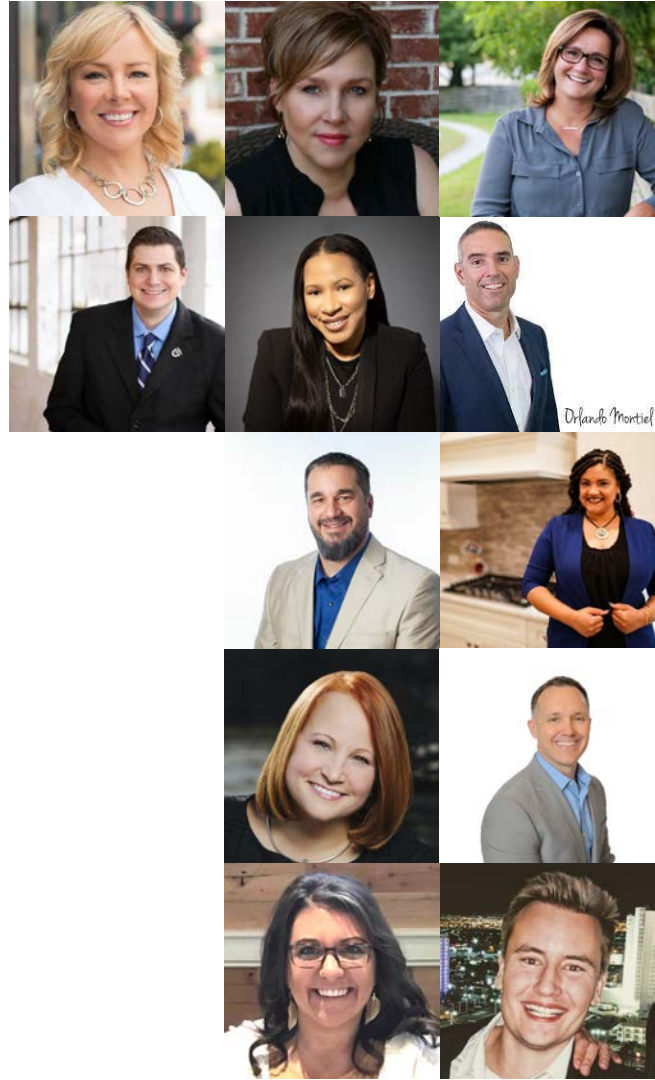
- Panama
- Portugal
- Puerto Rico
- South Africa
- Spain
- UK
- United States

Agent Voice in the Company

exp[®] | AGENT ADVISORY COUNCIL

The Agent Advisory Council (AAC) is made up of nominated and selected eXp Realty agents and brokers from a variety of production levels and locations.

The AAC ensures that the voice of the agent is heard at the highest levels of the company. It benefits shareholders while providing new ways for our senior leadership to obtain additional insight as our company grows.



exp[®] | AGENT ADVISORY COUNCIL

Thank you to those who have dedicated their time to the AAC
and welcome to those joining!

Current Members

Chair



Nakia Evans

Maryland, DC &
Pennsylvania

Vice-Chair



Matt Ruotolo

Colorado, North Carolina
& South Carolina



Jeff Buettner

Arizona



Alexis Hughes

North Carolina & South
Carolina



Niki Carter

Missouri



Stacey Pulliam

Georgia & South
Carolina



Sara Walsh

Ohio



Sheryl Houck

Florida



Brian White

Texas

New Members



Holly Maloney

Ohio & Kentucky



Lorre Wilson

West Virginia, Ohio
& Kentucky



Lisa Parenteau

Massachusetts

exp[®] | SOLUTIONS

Trusted vendors, tools and services



Agent Healthcare



Signage & Branded
Collateral



Real Estate
Platform



Property Tax
Consulting



Agent Education



Home Insurance



Home Warranty



iBuyer Platform for
Cash Offers



Commission
Advance



Wordpress IDX
Plugin



exp[®] | SOLUTIONS

Trusted vendors, tools and services



Currency Exchange



Earnest Money
Deposits



Residential
Lending Platform



Commercial
Lending Platform



Commission
Advance



Commercial Title &
Settlement



Moving Services



Pre-Sale
Renovation



Exchange
Accommodators



Agent Coaching



Virbela
Virtual World



Making It Rain
Lead Generation
Platform





**Join the team that's
breaking down boundaries.**

Join the Company Everyone Is Talking About

Team recruitment drives eXp's strong agent growth in Q3."

inman

"The Amazon of Real Estate."

 **TRENDSt**

"eXp Realty Accelerates Its Already Significant Growth Throughout North America."

MarketWatch

"eXp World Holdings: Attempting To Disrupt The Real Estate Brokerage Status Quo."

Seeking Alpha 

"The Amazon Model of Zero Physical Infrastructure: Real Estate — You're Next."

Medium

"eXp is a real estate phenomenon poised for success in 2021 and beyond."

Swanepoel
Trends Report



Production Matters at eXp

eXp Realty is a top-ranked, residential real estate brokerage



#1

Top Independents

Ranked by closed transaction sides for 2020

#2

Top Movers: Volume

Ranked by largest increase in closed sales volume from 2019 to 2020

#4

Closed Sales Volume

Ranked by closed sales volume for 2020

#1

Top Movers: Transactions

Ranked by largest increase in closed sides from 2019 to 2020

#3

Closed Transaction Sides

Ranked by closed transaction sides for 2020

#4

The Billionaires' Club

Ranked by at least \$1 billion of closed sales volume in 2020

#2

Sales Volume Increase

Ranked by largest increase in percentage for closed sales volume from 2018 to 2019

#5

Transaction Sides

Ranked by 2019 transaction sides

#5

Agent Count

Ranked by 2019 agent count

#7

Sales Volume

Ranked by 2019 sales volume (ranked #13 in 2018)



Phenomenal Agent and Revenue Growth

Elevated growth in both agent count and revenues as a result of our commitment to agents



1. Agent count as of February 23, 2022



Become an eXp Agent

Talk to your sponsor, or apply today at join.exprealty.com